

**GOVERNMENT OF THE DISTRICT OF COLUMBIA**  
**Office of the Chief Financial Officer**

**Natwar M. Gandhi**  
Chief Financial Officer



**MEMORANDUM**

**TO:** The Honorable Linda W. Cropp  
Chairman, Council of the District of Columbia

**FROM:** Natwar M. Gandhi [signature]  
Chief Financial Officer

**DATE:** December 3, 2004

**SUBJECT:** Fiscal Impact Statement: "Labor Relations and Collective Bargaining Amendment Act of 2004"

**REFERENCE:** Bill 15-913 from the November 15, 2004 Committee Print

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**Conclusion**

The proposed legislation will not impact the District's FY 2005 through FY 2008 budget and financial plan. No additional staff or resources will be required.

**Background**

The proposed legislation requires that when the District engages in collective bargaining, the terms and conditions of the basic workweek are exempted from the collective bargaining process for attorneys in the Office of Labor Relations and Collective Bargaining.

The proposed legislation requires that a basic administrative workweek will be established for each full-time employee. The bill requires that 40 hours of work within the workweek shall be performed in a period of not more than 6 of any consecutive 7 days.

The proposed legislation requires the Chief of Fire and Emergency Medical Services set the tours of duty in the basic workweek for employees of Fire and Emergency Medical Services with all hours of the duty of shift being consecutive. The shift tour of duty is subject to collective bargaining proceedings for all employees in the collective bargaining unit.

The proposed legislation requires the Chief Medical Examiner set the tours of duty in the basic workweek for employees of Office of the Chief Medical Examiner with all hours of the duty of shift being consecutive. The shift tour of duty is subject to collective bargaining proceedings for all employees in the collective bargaining unit.

The proposed legislation requires that a party seeking to bargain collectively must serve a written notice within 90 to 120 days of the beginning of the fiscal year; October 1<sup>st</sup> of any year. The bill addresses compensatory and non-compensatory bargaining for established and new collective bargaining units.

The bill requires that parties must begin negotiations within 90 days of the end of the annual notice period. The proposed legislation also stipulates that if a settlement is not made within 180 days after negotiations have commenced, then an impasse may be declared by any party. The declaring party must notify the Executive Director of the Public Relations Board indicating the impasse. The proposed legislation then outlines the procedures that must be followed describing notifications, use of mediation, the use of arbitration, and other procedures.

The proposed legislation requires that no multi-year compensation agreement executed after October 1, 2004 may cover a period of less than four years.

The proposed legislation allows the Council of the District of Columbia to place observers in the negotiating sessions who will then be allowed to report on the proceedings.

### **Financial Plan Impact**

The proposed legislation will not impact the District's budget and financial plan.